



**COUNTY OF LOS ANGELES  
CHIEF ADMINISTRATIVE OFFICE**

713 KENNETH HAHN HALL OF ADMINISTRATION/LOS ANGELES, CALIFORNIA 90012  
(213) 974-1101

HARRY L. HUFFORD  
CHIEF ADMINISTRATIVE OFFICER

August 25, 1993

To: Each Department Head

From: Harry L. Hufford *[Signature]*  
Chief Administrative Officer

Subject: **BOARD POLICY ON REHIRING OF RETIRED COUNTY EMPLOYEES**

This memo is to advise you regarding Board policy of July 6, 1993 allowing the County to reemploy retired County employees on an indefinite basis. Unlike the statute on rehiring for up to 120 days in a fiscal year, rehiring on an indefinite basis avoids "double-dipping" by requiring cancellation of the returning employee's retirement allowance until termination of reemployment.

The Board's action, a copy of which is attached, provides the County with an additional management tool to fill critical, emergent or hard to fill positions which require special skills, training, experience or certification and may not be reasonably filled by other than the County retiree. In implementing Board policy, and consistent with the hiring freeze:

- Departments are to submit a Board memo to their CAO budget analyst prior to filling any position on an indefinite basis with a County retiree. The memo, with CAO recommendation, will be forwarded to the Board for approval, stating that a two-week period exists for a Board member to request formal action prior to filling the position.
- Retirees under the Early Separation Plan are not eligible to fill these positions.

Also attached is a fact sheet on retirement plan procedures affecting returning retirees. Please contact me, or have your staff contact Greg Cherep at (213) 974-2539, if you have questions on this issue.

HLH:BAC  
JS:GC *[initials]*

Attachments

c: Each Supervisor  
Los Angeles County Employee's  
Retirement Association

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